

**WHATCOM COUNTY
ADMINISTRATIVE SERVICES**



HUMAN RESOURCES

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MELISSA KEELEY
Director

MEMO TO: County Council Members
CC: Satpal Sidhu, County Executive
Kayla Schott-Bresler, Deputy Executive/A.S. Director
FROM: Melissa Keeley, Human Resources Director
DATE: January 16, 2026
SUBJECT: FOP Sheriff Management Group - Collective Bargaining Agreement 2025-2027

The County and Union bargaining teams reached a tentative agreement on a three-year successor collective bargaining agreement beginning January 1, 2025, which the Union ratified. This union represents six employees holding the positions of either Chief (2) or Lieutenant (4).

Summary of significant changes:

Wages

- 2025 – 3% COLA + 6% market adjustment for Chief + 2% market adjustment for Lieutenant
- 2026 – 2.75% + 3.25% market adjustment
- 2028 – 2.5% + 1% market adjustment

As an interest arbitration eligible group, our ability to reach a voluntary tentative agreement is heavily influenced by external market conditions. This settlement spreads the market adjustment out over the term of the contract to bring positions to current market over the three-year contract period.

Longevity/Performance Pay

- Based off the top step Chief wage (increased from top step Lieutenant wage)

Medical Coverage Contribution (consistent with other groups)

- 2026 – the actual premium cost of \$1,621
- 2027 – the actual premium cost up to \$1,751
- 2028 – in the absence of successor agreement, up to \$1,891

Should you have any questions, I am available by email at mkeeley@co.whatcom.wa.us or at extension 5305.